

Automation Alley Newsletter

December 2008

The 2008 Election and the Future of Labor and Employment Law

The outcome of the November 4, 2008 election vastly will impact our country's labor and employment laws. Specifically, beginning on January 20, 2009, the Democrats will hold a stronger majority in both the House of Representatives and the Senate, and will control the White House. A Democrat-controlled government is far more likely to support and pass legislation that benefits employees and unions. In the coming term, the federal government is likely to consider:

- Strengthening employees' ability to organize through the Employee Free Choice Act and the Respect Act
- Passing the Patriot Employers Act which would provide a tax credit to qualifying employers
- Repealing Right-to-Work laws which protect employees' rights not to join a union and pay union dues
- Expanding the Family and Medical Leave Act by protecting more employees and providing for more types of covered leave
- Passing the Healthy Families Act which would require employers to provide employees with 7 paid sick days a year
- Passing the Working Families Flexibility Act which would give employees the right to request flexible working options from the employer
- Passing the Paycheck Fairness Act which would make it easier for employees to bring sex-based unequal pay claims
- Passing the Equal Remedies Act which would remove certain damage caps
- Expanding Title VII to include sexual orientation
- Expanding the WARN Act
- Passing the Arbitration Fairness Act which would restrict an employer's ability to compel arbitration

Without question, the above-listed legislation will, if passed, have a profound impact on how an employer operates its business and how it interacts with its employees. In addition, new

appointments to the National Labor Relations Board will have substantial effects on federal labor law.

Click here for a detailed analysis of these anticipated changes written by Labor and Employment Shareholder Gary Klotz.

The Labor and Employment Group at Butzel Long will continue to monitor the changing political landscape and report on new legislation or other developments and how they may affect employers. If you have any questions regarding the information contained in this E-News Bulletin, please contact your Butzel Long attorney or the author as indicated below.

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Be Prepared for 2009: Understanding the ADA Amendments and the revised FMLA Regulations

Complimentary Program - Friday, 11 December 2008

Recent amendments to the Americans with Disabilities Act and the newly revised Family and Medical Leave Act regulations will impact employers beginning in January 2009. This Advanced Briefing, designed for human resources professionals and in-house counsel, will ensure that employers are prepared for these changes by dissecting the ADA amendments and providing a detailed review of the revised FMLA regulations.

Visit the Events section of www.butzel.com for details and online registration.
http://www.butzel.com/evcur.cfm?E_ID=133&ET_ID=1

The 2008 Election and the Future of Labor and Employment Law: What will President Obama and the new Congress do?

Complimentary Program - Thursday, 18 December 2008

The Obama victory and a filibuster-proof, or effectively filibuster-proof, Senate could mean the most change in federal labor and employment law since the 1960s and, with respect to union organizing, possibly since the 1930s. The object of the briefing is to preview the changes in federal labor and employment law that may occur as a result of the 2008 Presidential and Congressional elections.

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